

## **EQUEST FOR EXPRESSIONS OF INTEREST (REOI)**

**COUNTRY:** Federal Republic of Somalia (FRS)  
**NAME OF PROJECT:** SOMALIA ENHANCING PUBLIC RESOURCE MANAGEMENT PROJECT  
**PROJECT ID:** P177298  
**Grant No.:** IDA-E1360  
**Assignment Title:** Southwest Civil Service Commission (CSC) Focal Point  
**Reference No.:** SO-MOF-402918-CS-INDV  
**Place of assignment:** Southwest Civil Service Commission - Baidoa, Somalia  
**Submission deadline:** 9<sup>th</sup> of May 2024

### **1. Background**

The Federal Republic of Somalia has received financing through the Ministry of Finance (MoF) for implementing the Somalia Enhancing Public Resource Management Project (SERP) to support Somalia in strengthening accountability, transparency, and institutional capacity in public resource management across participating entities. The Project Development Objective (PDO) is to strengthen accountability, transparency, and institutional capacity in public resource management, across participating entities.

Southwest state Civil Service Commission seeks an experienced, highly qualified, and committed CSC Focal Point for the SERP – Public Sector Management Component. The Focal Point will be the lead person on Public Sector Management Reforms in Southwest and will work closely with the Southwest CSC leadership.

Building robust Public Sector Management Implementation systems and processes will be essential steps in making the Civil Service Commission in Southwest more effective institutions that are able to deliver basic public services to the people of Somalia. PSM reforms are a national priority and key to fiscal and socio-economic development.

### **2. The Objective of the Position:**

- The Southwest CSC Focal Point will be responsible for the coordination, implementation and support on public administration reform matters in the state. He/ She shall be responsible for providing technical and professional support Southwest Civil Service Commission in general.
- To Ensure the effective implementation of the Public Service Reform programs through institutionalizing all the existing policies and procedures and capacity among the CSC Departments to develop the overall Southwest CSC growth and transformation strategy including its long-term strategic direction to guide systematic, consistent and sustainable development.

2. **Selection Criteria:** Selection shall be based on qualification and experience of the candidate and followed by an interview. The qualification, experience and skills should include:
- a. Possess a relevant Bachelor's degree in project management, Business Administration, Public Administration, or any other relevant field, with a minimum of 5 years' experience working on government and Somalia context with strong technical leadership in and PSM environment;
  - b. Reputable individual with good characteristics, knowledge, skills, and proven capability in Civil Service Commissions both FGS and FMS, and sound understanding of public administration legal framework;
  - c. Knowledge of Somalia generally and the sensitivity to the underlying state of fragility and the prevailing adversity in particular
  - d. Demonstrated ability to lead a multi-disciplinary project management team, build effective working relations with colleagues and clients, and capable of working under pressure, with good experience in Managerial skills including leadership, problem-solving skills, influencing Skills, Communication skills and also Understanding How All Parts of the stakeholders Work Together.
  - e. Proven experience in coordinating, cooperating, and negotiating with high-level Government officials, donor partners, and a multitude of local stakeholders
  - f. Proven record of ethical good conduct with high integrity and moral values
  - g. Having a trackable and clean record of past experience
  - h. Readiness to work in a multi-cultural environment and respond work to tight deadlines on a continual basis
  - i. Excellent communication skills in both Somali and English

**4. Duration:** The duration of the assignment is 12 months, renewable based on satisfactory performance and availability of funds.

### **5. Reporting Obligations**

The Focal Point will report to the Southwest Civil Service Commission Chairman in close coordination with the SERP Project Manager of Southwest. In addition, he/she will collaborate with the SERP PSM Focal point at the National Civil Service Commission FGS.

The Ministry of Finance now invites eligible Individual Consultants to indicate their interest in providing the above-mentioned services. Interested consultants must provide the following: (i) Curriculum Vitae (CV) with 3 reference persons; (ii) copies of certificates of academic qualifications; and (iii) cover letter indicating that they are qualified to perform the services.

**6. SUBMISSION REQUIREMENTS;** The attention of interested Consultants is drawn to section III, para 3.14,3.16 & 3.17 of the World Bank's *Procurement Regulations for IPF Borrowers: Procurement in Investment Projects Financing Goods, Works, Non -Consulting and Consulting Services, July 2016, revised November 2017, August 2018, November 2020 and*

September 2023 (“Procurement Regulations”), setting forth the World Bank’s policy on conflict of interest.

**A Consultant will be selected in accordance with the Individual Consultant method set out in the World Bank Procurement Regulations.**

Interested applicants may obtain further information including a detailed Terms of Reference from the Ministry by requesting via e-mail to the address given below during office hours from 9.00 a.m.– 4.00 p.m. Saturday to Thursday excluding public holidays.

**7. Deadline:** Expressions of interest and CV must be delivered to this email: [DG@mofswss.so](mailto:DG@mofswss.so) please make sure to copy or Cc, the following emails: [recruitment@southwestcsc.so](mailto:recruitment@southwestcsc.so) and [serprecruitment@mof.gov.so](mailto:serprecruitment@mof.gov.so) \_ on or before 16:00 hours to the address below by **May 9<sup>th</sup>, 2024**, with email subject marked clearly as “**Southwest state CSC Focal Point - REF SO-MOF-402918-CS-INDV.**”

**Female candidates are encouraged to apply.**